

Feedback: Departmental Bargaining Chamber meeting – 4 August 2022

Vote weights

PSA: 223 (37.86%)

Nehawu: 259 (43.97%)

Popcru: 107 (18.17%)

Review: Sexual Harassment Policy

The PSA tabled the matter on the agenda. The purpose was to align the policy to the provisions of the new code of good practice on harassment into the sexual harassment policy. The PSA emphasized that workplace bullying should be included in the policy as per the new directive. The matter was deferred to the policy task team for further deliberation.

OHS compliance and COVID-19 regulations

The employer reported that there were no COVID-19 cases reported. The screening process was discontinued. OHS committees were established and six OHS supervisors and 14 OHS representatives were trained. The appointment letter of OHS committee members will be issued by the Director-General.

Parking allocation

The employer reported that two parking spaces were allocated on 2 July 2022. In total, 45 officials are on the waiting list for parking allocation. The Department is busy erecting parking facilities in the open space opposite the main building. A meeting with Department of Public Works and Infrastructure (DPWI) was held on 10 July 2022 to outline the procurement of parking shades and the fence. The PSA noted the report and requested regular updates on procurement process and erection of parking shades. Members will be informed of developments.

Early-Childhood Development Report (ECD)

A total of seven employees were transferred from the Department of Social Development to the Department of Basic Education to facilitate the early-childhood project. The officials were allocated working tools and office accommodation. The PSA will monitor the situation until affected employees have settled down.

Contract employees

The employer reported that there are 30 employees on contract employment. The employer will consider their permanent appointment as soon as the organisational structure is approved. The current contracts were extended until 2023. Members will be informed of developments.

Organisational structure restructuring

The employer reported that the process to review the organisational structure was underway. The DPSA advised the Department to split the HR division from the Finance directorate. The employer committed to provide regular updates on the review of the structure. The PSA was not happy with the report and requested a meeting with the Director-General to clarify concerns raised by labour. Members will be informed of developments.

GENERAL MANAGER